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EXCOM 82-7043
13 September 1982

MEMORANDUM FOR: Executive Committee Members

FROM:

[redacted]
Executive Assistant to the DDCI

SUBJECT:

Minutes of 1 September 1982 Executive Committee Meeting: Long-Range Planning--HUMINT and Technical Collection Capabilities

1. The Executive Committee met on 1 September to review the revised Phase III long-range planning papers on HUMINT and technical collection capabilities. [redacted] (ExDir) chaired the session; participants included Messrs. McMahon (DDCI); Gates (DDI); Fitzwater (DDA); Hineman (DDS&T); George (Acting DDO); Taylor (ADDS&T); Glerum (D/OP); Childs (Comptroller); and [redacted] (Acting IG). (AIUO)

2. HUMINT Capabilities. [redacted] praised both revised papers as being responsive to suggestions made during the first review. He read comments on the HUMINT paper from Mr. Gates, who joined the meeting later. Mr. Gates strongly endorsed the paper as a whole and three recommendations in particular: developing a separate CIA salary scale; increasing cooperation with the military; and increasing the number of rotational assignments between the DDO and DDI. Mr. Hineman supported the paper and noted that he would keep in mind the need for more technical support for the HUMINT effort. Referring to the comment (page 12) about exploiting existing technology rather than trying to push the "state of the art" to support HUMINT, Mr. Hineman cautioned that a balance was necessary between these two approaches. Mr. Fitzwater said that the revised paper satisfied his initial objections. He asked if obtaining a separate pay scale was realistic in the current climate. After some discussion, Mr. Glerum said that he would soon be forwarding recommendations on this issue. Mr. Fitzwater also said that offices in his directorate could profit from having DDO officers on rotational assignment. The Committee endorsed the idea of rotations in general, but cautioned against a formalized, structured program, which tends to be counterproductive. (S)

3. [redacted] suggested the paper should include a greater sense of priorities. He also noted that if the recommendation to create an ROTC program was pursued, legislation would be necessary. Mr. Glerum discussed the significant implications of the paper for recruiting and retaining "hard-to-get" categories of employees. He also called attention to his concern about the dramatic decline in the ratio of clericals to professionals since 1979. (AIUO)

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4. [] noted that in considering a separate Agency pay scale, the Committee will have to decide whether it should cover all employees or just those currently under CIARDS. He thought the idea of reestablishing a "military CT" program had merit and seconded the notion that major changes were not warranted in the NOC program. Mr. George observed that the major thrust of the entire HUMINT planning paper was that the HUMINT collection program was on the right track and dramatic changes were neither required nor desirable. (S)

5. Technical Collection. The Committee found the revised paper on technical collection generally responsive to their concerns. Mr. George emphasized the need for DDO/DDS&T exchanges

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6. [] reminded the Committee that the next stage of the planning process would consist of developing an investment strategy reflecting priorities across the Agency. The DDA will then develop a paper on support requirements. In that arena, Mr. [] mentioned that he would favor a program to get more security officers overseas. Mr. Glerum suggested that if [] more TDYs for security personnel would be helpful. [] then adjourned the meeting. (C)

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